



MONASH
University

MONASH
NURSING AND
MIDWIFERY

ANNUAL REVIEW 2023

monash.edu/nursing-annual-review

Message from our Head of School



My first year as Head of Monash Nursing and Midwifery has certainly been eventful and productive. I am so proud to continue the development of the school, working with a team of academic and professional staff who are committed to ensuring our students receive the best education, and that our research improves healthcare practice for the patients and the workforce.

This year has seen our staff recognised for their innovative research and teaching receiving accolades and several prestigious awards across the year, both internationally with the 2023 Sigma Emerging Nurse Researcher award, through to prestigious recognition closer to home, with the VC's excellence awards. It has also been greatly encouraging to see our staff nominated for, and in some cases receiving, student nominated awards. As well as significant achievements in research grants and industry recognition with fellowships.

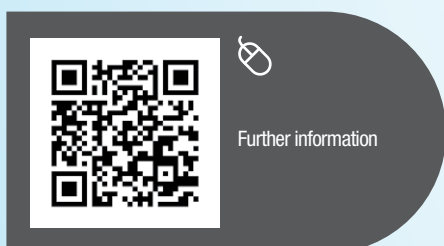
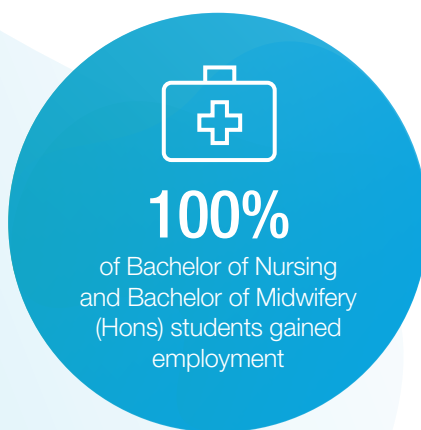
I am incredibly proud to say we, once again, have continued our high percentage of students gaining employment upon completion of their course and we look forward to following their careers and progression with healthcare in the knowledge that we have provided them with the skills and capabilities to handle the next challenges successfully.

We have continued to see a rise in student numbers, especially in our graduate courses which have seen an increase of 448% since 2018. Over this time, we have expanded our specialisation offerings and continue to investigate future specialisation additions.

To our stakeholders, I am grateful for the strong partnerships that we have developed over the years, and that continue to benefit the education of students, our research outputs, and ultimately the healthcare industry in which we live and work.

I hope you enjoy reading our 2023 Annual Review.

Professor Julia Morphet



Further information

TEACHING AND LEARNING



1.4K

Graduate students
(an increase of
29% on 2022)



97%

of students gained
employment in 2023
(approx)



70K

clinical placement days
completed by students
in 2023



I am pleased to say that this year was no exception in us providing seamless education both face-to-face and hybrid for our students, ensuring that they had the best access to learning in completing their courses successfully.

Associate Professor Kelli Innes



Explore more, visit
monash.edu/nursing-annual-report

Message from our Director of Education



2023 saw us continue to expand our student numbers, especially with our graduate space offering a number of specialisations both clinical and academic. I am pleased to say that this year was no exception in us providing seamless education both face-to-face and hybrid for our students, ensuring that they had the best access to learning in completing their courses successfully.

We continue to ensure our undergraduate students are taught to a high level, which is demonstrated by the number of whom obtain a graduate year, which this year sits at approx. 97%*.

Next year will see us start our re-accreditation process again and I am confident that we will again be successful in this area, as the education of our students is a high priority.

2024 will see me move to be an Associate Dean (Student Experience) with our Faculty, Medicine, Nursing and Health Sciences, where I will be responsible for student outcomes. I am incredibly proud of the depth of expertise we have with Monash Nursing and Midwifery and the commitment that all my colleagues show to their teaching.

Associate Professor Kelli Innes

** data obtained from computer match*

Teaching areas summary



BACHELOR OF NURSING

My first year of coordinating this course has been a pleasure and I am continually impressed by our students and their willingness to throw themselves into the work and clinical practice.

In 2023 we had over 1,300 students, an increase on 2022 of 17%. Our course is taught across two campuses, Clayton and Peninsula, and our program covers areas such as Indigenous health, communication and scholarship, global health, law, ethics and leadership, safety in healthcare, mental health in nursing, nursing practice and concepts, prescribing, clinical care, and more. The success of this course is highlighted by our students who have graduated, who on entering the workplace are ready to be a part of the team providing first-class healthcare.

Chris Scott
Course Director



BACHELOR OF NURSING AND BACHELOR OF MIDWIFERY (HONS)

In 2023, we taught 212 students in our Bachelor of Nursing and Bachelor of Midwifery (Hons) course at Peninsula campus. Our cohort of nursing and midwifery graduates continue to be well-regarded within industry and I am proud to say that once again in 2023, 100% of our graduating students managed to secure graduate positions for the first year of work. Due to the intensive nature of this course, completing 1700+ hours of clinical practice in both nursing and midwifery plus finding and following 10 pregnant women for the successful completion of the course, our midwifery team are always impressed at the dedication and determination of students in this program, and 2023 was no exception.

Completing the Bachelor of Nursing and Bachelor of Midwifery (Honours) enables students to apply for registration as both a nurse and a midwife, which opens up broad career opportunities. The course reflects the extensive opportunities available by offering clinical placements in a variety of settings, and in addition students can apply for international experiences. Students have reported that these experiences have not only broadened their view of nursing and midwifery, but they have found this valuable for their personal growth.

Anne Tremayne
Course Director



MASTER OF NURSING PRACTICE

The Master of Nursing Practice is a pre-registration course that is delivered full-time over 4 semesters aimed at university graduates who wish to pursue a nursing career and become a Registered Nurse. This intensive program allows them to obtain an entry to practice nursing degree, condensing studies into this challenging but extremely rewarding course. The course capitalises on the academic skills students developed in their previous studies.

Our course covers areas such as Indigenous health, communication, global health, law, ethics and leadership, safety in healthcare, mental health nursing, nursing practice and concepts, medication administration, clinical care, and more. Clinical placements are also a key element with students undertaking 800 hours over the two years.

Our student numbers generally stay steady to ensure we can provide the best education, with two intakes a year of approximately 70 students. In 2023 we had 322 in the course which is a slight increase on 2022.

Dr Malcolm Elliott
Course Director



BACHELOR OF NURSING (HONS)

I was delighted to be appointed the new course director for this research focused one-year degree in 2023 and have looked to build on the excellent work and support of Dr Cliff Connell as the previous director.

This is a wonderful pathway for nurses and midwives interested in research and doctoral studies, and over the years, honours research has contributed to the evidence on which we base nursing and midwifery practice. Our honours students are undertaking research relevant to healthcare and the profession, in areas such as emergency care, primary health, mental health, midwifery and workforce preparation.

Whilst a relatively small cohort these novice researchers are inspiring in their dedication and passion to undertake research that will benefit their colleagues, patients, and the healthcare industry.

Dr Auxillia Madhuvu
Course Director



MASTERS PROGRAMS

Over the previous year, it has been very exciting to see so many of our graduates take up positions in health services across all specialisations including in clinical nursing and maternity care areas, nursing and midwifery education, and nursing and midwifery leadership. I am proud to lead such committed and passionate teaching academics in their post registration degrees, and to see our students and graduates as the next generation of nurses and midwives providing excellent healthcare to the community.

In 2023, 1,104 graduate students were enrolled in our Master of Advanced Nursing and Master of Advanced Clinical Nursing programs, up from 791 (40%) students in 2022. This growth has been in line with our increase in specialisation offerings, and now we look to build and develop these specialisations with our expert academics to keep providing much needed educated knowledgeable leaders, to ensure the quality of care provided to patients is of the highest quality.

Dr Jacqui Allen
Master Courses Director



RESEARCH DEGREES

After commencing in the role of MNM Director of Graduate Research in May 2023, our graduate research team has been focusing on providing the highest quality of graduate research education in a stimulating, supportive and professional environment. Nursing and midwifery led research is continually evolving to ensure we produce new, innovative and evidence-based practice for the health and wellbeing of our communities.

In 2023, 24 students were enrolled in our graduate research program with an extensive range of research methods and topics in line with our research focus areas, with 4 completions across the year. Our Executive Officer, Ms Lianping Chen, was awarded the MNM 2023 professional excellence award for her outstanding and sustained contribution to the rapidly growing MNM graduate research portfolio. Lian provides effective and timely management and delivery of research degrees services, including streamlining processes across admission, enrolment, scholarship application, panel milestones and regulations processes that have substantially improved the calibre of MNM's PhD student cohort and timely, high quality PhD completions.

Our graduates' research is diverse, from clinical to education and community-based research. For example, full time PhD student Cameron Marshman is exploring compassion in mental healthcare using life size body maps as a visual art-based approach to data collection, while Samantha Dix aims to develop and validate a framework for health professions educators to support affective learning, through emotions experienced by participants during simulation-based education experiences.

In 2023, our PhD students presented their research at national and international conferences and achieved over 10 first-authored publications, including in high impact nursing, midwifery and health journals.

I look forward to 2024 and to the continued growth of the MNM Graduate Research program, including seeing the original work of our students impact the health and wellbeing of our community.

Associate Professor Gabrielle Brand
Director

Celebrating our students and graduates



DARCY FECHNER

In 2023, Darcy, a 2nd year Nursing student, undertook a rural placement in Alice Springs and really enjoyed the experience and opportunities it allowed her. This placement has made her value healthcare team collaboration. Darcy says “Patients’ care is holistic and in order to accommodate all needs and advocate appropriately, communication is paramount among all faculties to achieve ideal outcomes for patients.”

These rural placements are supported with a scholarship by HESTA Super.



VICTORIA MANDOH

From Africa to Australia: there are no limits in a nursing career

Proof that a career in nursing can take you anywhere in the world, Victoria trained and worked as a Registered Nurse and nurse educator in Sierra Leone, gaining unique experience providing vital healthcare during the Ebola outbreak.



LOUISE SPARKES

Rural healthcare leader reflects on rewards of nursing career

With a career spanning over 30 years in public health, from the emergency department to teaching the next generation of nurses and finally leading a regional health service, Louise is proof of the breadth of places a nursing degree takes you.



KARA O'SULLIVAN

Bachelor of Nursing and Bachelor of Midwifery (Honours) third year student, Kara shares her experience of studying the course at Monash Peninsula campus, and on how she feels the course has made her into the person she is today.



Explore more on our students and graduates achievements, visit monash.edu/nursing-annual-review

BADGE CEREMONY

We held our annual badge ceremony at the end of 2023 to celebrate the success of our graduating students from across our three pre-registration courses, Bachelor of Nursing, Bachelor of Nursing and Bachelor of Midwifery (Hons) and Master of Nursing Practice. The tradition of awarding badges to nurses dates back to the early days of hospital-based nursing education. They served not only as a mark of accomplishment but also as a form of identification and recognition within the healthcare community. Over the years, the design and significance of these badges may have evolved, but the essence of honouring and acknowledging the hard work and dedication of healthcare professionals remains the same.

This important tradition allowed us to mark this final milestone in our students' journey, and gave us the opportunity to acknowledge their hard work and achievements. We wish them the best of luck as they look to start their graduate year placements.



COLLABORATIVE INDO-PACIFIC HEALTHCARE PROGRAM

Students across the Monash Medicine, Nursing and Health Sciences again took part in the Collaborative Indo-Pacific Healthcare program, including our very own Nursing and Midwifery students, seeing them spend three weeks in Phnom Penh and Siem Reap, Cambodia.

The program is very varied and saw students do a city tour, learn about

the history of Cambodia and the role of traditional medicine, the impacts of conflict on health and wellbeing, discover the local culture including starting language courses and they had the opportunity to speak with a community mental health outreach service and to learn about infectious diseases health programs in the area.

This program is a great opportunity for our students to discover how healthcare works in an emerging country.

MEDICINE, NURSING AND HEALTH SCIENCES FACULTY STUDENT AWARDS

The annual Faculty of Medicine, Nursing and Health Sciences awards is an opportunity to recognise and celebrate the achievements of many of our highest-performing students. 12 nursing and midwifery students were recognised over 11 awards.



RESEARCH



200+
publications
in 2023



11
Research focus
areas



\$4.6 million+
awarded research
funding



Our research vision, “To be global leaders in transformative research,” embodies the passion and ambition of our researchers, both seasoned veterans and newcomers alike.

Professor Philip Russo



Explore more, visit
monash.edu/nursing-annual-report

Director of Research



I am delighted to present to you some notable accomplishments from MNM Research throughout 2023. A key focus was finalising the MNM Research Strategy for 2023-2027. Our research vision, “To be global leaders in transformative research,” embodies the passion and ambition of our researchers, both seasoned veterans and newcomers alike. Supported by three strategic principles, our strategy outlines where we want to be in 2027 and the pathways to realising our aspirations. We eagerly anticipate collaborating with our staff and key stakeholders to execute this strategic roadmap.

MNM Research witnessed growth in both outputs and income over the past year, with our researchers receiving well-deserved recognition. Heartfelt congratulations to Professor Elizabeth Manias and Dr. Cliff Connell for their national and global accolades. Their achievements are truly commendable. MNM also achieved success across all tiers of funding categories. A special acknowledgment goes to Dr. Kaori Shimoinaba, Dr. Stephanie Grant, and Renee Molloy for securing the 2023 MNM Research Development Grants, designed to position researchers for larger grants in the future.

Our monthly Research Forums, biannual Research Seminars, and Writing Retreats attracted significant participation, complemented by in-house peer reviews, pitching sessions, and research inductions. These activities will persist into 2024 in alignment with our strategic principle of investing in our people.

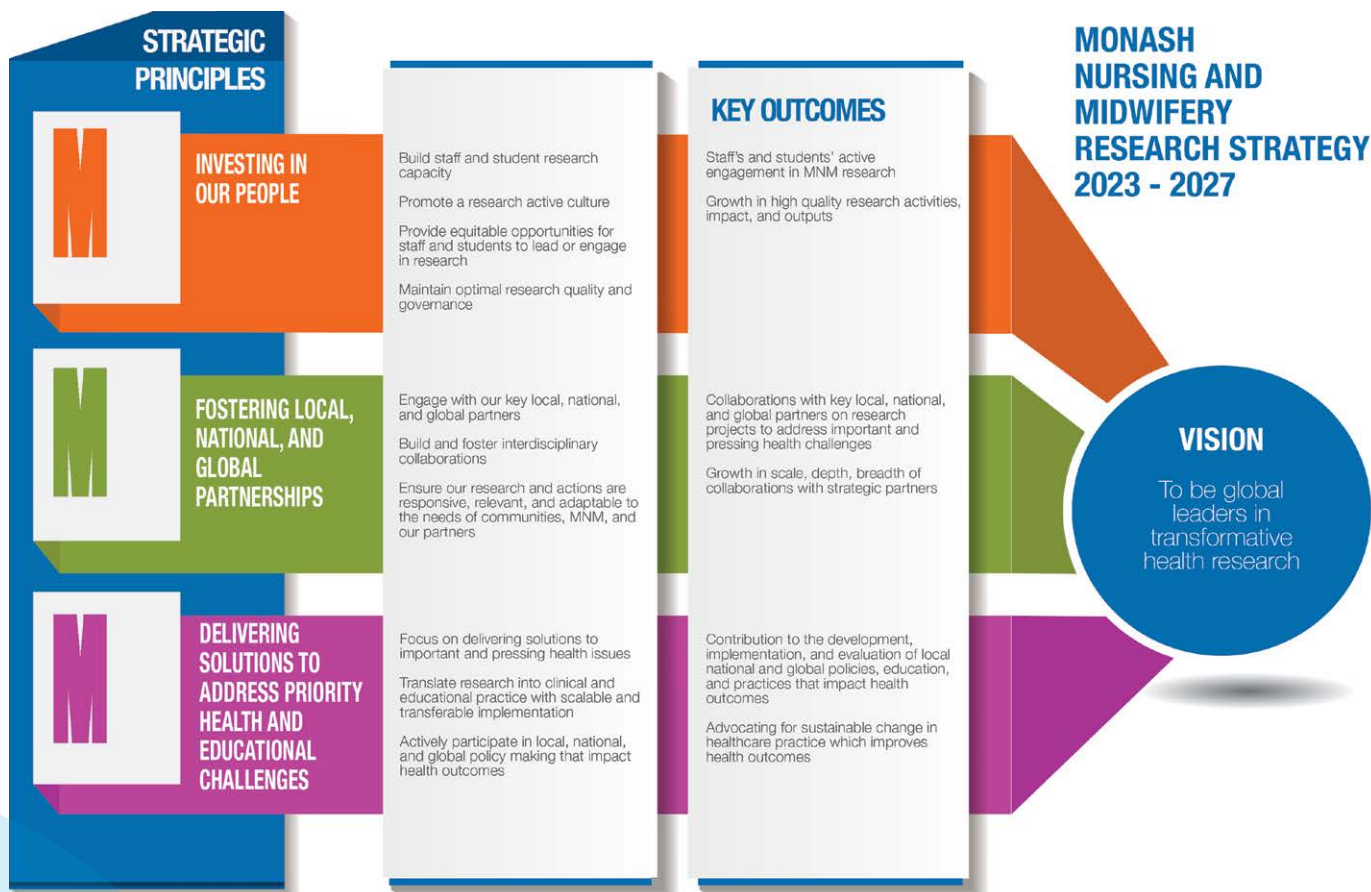
As Director of Research, I extend my gratitude for the support provided by the Faculty and Monash Research Office. I offer sincere appreciation to all MNM members who contributed to crafting the Research Strategy. Special thanks to the MNM Leadership group for their steadfast support. Additionally, I express my deepest gratitude to Emma Craige, Research Executive Officer, for her exceptional contributions, and to Associate Professor Wendy Pollock for her support and dedication as Deputy Director of Research.

Together, we have made significant strides, and I look forward to the continued success and growth of MNM Research in the coming years.

Professor Philip Russo

Research Strategy

The MNM Research Strategy 2023-2027 is our 5-year strategic plan. Our vision is to be global leaders in transformative health research by investing in our people, fostering local, national, and global partnerships, and delivering solutions to address important and pressing health challenges.



Research highlights

PROFESSOR ELIZABETH MANIAS AWARDED TWO SUBSTANTIAL, PRESTIGIOUS GRANTS.

Professor Elizabeth Manias has been awarded the NHMRC Investigator Grant and the ARC Discovery Project funding, totalling over \$3.3 million for projects commencing in 2024.

The competitive NHMRC Investigator Grant was awarded to Elizabeth for her project 'ENGaginG older people Across transitions of care to improve medication manAGEment' (The ENGAGE Project). The project provides an evidence-based model for optimising medication management across transitions of care, and empowers older patients, including those of non-English speaking backgrounds and those with cognitive or sensory impairments.

Additionally, she was awarded the Australian Research Council Discovery Projects Grant for the project 'Engaging residents and families about managing psychotropic medicines in aged care facilities'. This project involves examining how communication occurs between residents, family members and care providers about psychotropic medicines management, as well as to develop and test strategies promoting resident and family engagement in aged care facilities. Residents, family members and care providers will examine audio recorded interviews and observations to identify possible data-driven strategies for improving engagement, which will be tested depending on what they perceive is important about the use of psychotropic medicines. The focus on what counts as being important to residents and families is a crucial component missing in past work.



Significantly, this is the first ever ARC Discovery Project grant awarded to a member of Monash Nursing and Midwifery.

A-PRECISE AUSTRALIA PREVENTING INFECTIONS IN RESIDENTIAL AGED CARE

People living in residential aged care homes (RACHs) are at a higher risk of acquiring healthcare-associated infections (HAIs) due to residents ageing and health conditions, operational, environmental and cultural characteristics, knowledge and compliance with infection prevention and control (IPC) practices and workload pressures. This project will bring together researchers, consumers (residents and family members/informal carers), staff and age care providers, to co-design and implement an innovative practice and education strategy, and evaluate its effectiveness to optimise IPC practice and protect people from HAIs in RACHs.

CARERS IN NEED OF CARE: CO-DESIGNING INTERVENTIONS TO SUPPORT HEALTH AND WELLBEING OF THE AGED CARE WORKFORCE

There are around 370,000 aged care workers in residential and community care in Australia. This workforce includes registered and enrolled nurses, personal care workers and allied health practitioners and assistants in direct care roles. There remains unprecedented pressure on the aged care workforce which was heightened by the COVID-19 pandemic. The workforce is at risk of occupational burnout which can negatively impact their health and wellbeing, resulting in reduced job satisfaction, increased levels of absenteeism and turnover rates, and poor retention rates. Staff burnout can also have an impact on quality care delivery. Associate Professor Helen Rawson is a CI on a team co-designing supports to enhance the aged care workforce health and wellbeing. This 3-year project has received funding from the Arcare Family Foundation.

TAKING THE TEMPERATURE OF NURSES AS THE SPOTLIGHT FOCUSES ON THE AGED CARE WORKFORCE

The Albanese government's aged care reforms require aged care homes to have a registered nurse on site 24 hours a day from July, and mandate a minimum 200 care minutes per resident each day from October 2023. Monash's Associate Professor Helen Rawson, the Deputy Head of the School of Nursing and Midwifery, has led a team of researchers to conduct a study to specifically look at aged care nurses in two Victorian residential aged care homes, and how they feel about and operate within their workplaces. The study highlighted the importance of a good workforce with good cooperation, described as "relational care". In residential aged care, it's not about one person doing the care. It's really a multidisciplinary team involving nursing, medical and allied health professionals coordinated by a registered nurse working cohesively and on the same page with the person receiving care. The study found that the teamwork between them may not be optimal. In our study setting, there were only registered nurses and enrolled nurses working in the home. One group of nurses, the enrolled nurses, felt they were the people who were directly engaged with the residents, the people receiving care, but they had to provide information to the registered nurse to pass to another group from the multidisciplinary team, and that's where information could get lost. Whereas, as we say in our research, the enrolled nurses need to have opportunities to engage with that multi-professional team so that information is provided not just accurately but promptly, as required, to ensure that there are the best outcomes for the resident. It goes to a broader issue, which is a need to support everyone involved in care to be able to feel they're able to make meaningful contributions to support care and wellbeing. Really, true teamwork. And "everyone" includes the resident and their family.

MONASH NURSING AND MIDWIFERY HAS BEEN COLLABORATING WITH PENINSULA HEALTH ON RESEARCH TO ADDRESS COGNITIVE BIAS IN HEALTHCARE.

Every year across Australia, adverse events are reported in healthcare, of which many relate to healthcare professional cognitive bias. Cognitive bias is estimated to contribute to 75% of all errors in internal medicine. Cognitive bias refers to flaws or distortions in judgement and decision making which contribute to ineffectual clinical reasoning and adverse events in healthcare.

Cognitive bias results from systematic, known and predictable errors in thinking, therefore there is an opportunity to develop interventions to reduce the impact of cognitive bias. A number of strategies have been proposed to address cognitive bias, including simulation. Therefore, this project aimed to co-design and evaluate an interprofessional simulation developed to support healthcare professionals and students to surface and respond to cognitive bias in their clinical practice. There has been a call to collaborate with healthcare consumers when designing education to ensure that it is meaningful and responds to real-world challenges. Therefore, this project has been co-designed with healthcare consumers and professionals.

This research is the first to evaluate interprofessional simulation to help healthcare professionals and students recognise and respond to cognitive bias. It is also the first co-designed simulation to address cognitive bias, drawing on the experiences and expertise of healthcare consumers and professionals throughout the entire project to ensure that the simulation, evaluation and recommendations respond to needs of consumers.

The following outputs have arisen from this project:

- Australian Simulation Congress conference presentation
- Peninsula Care Newsletter submission (for publication in February 2024)
- Presentation to Peninsula Health consumer representative group by Pauline D'Astoli OAM (Consumer Advocate)
- One 'Peninsula Health News' article
- Submission of methodology paper to Medical Teacher (under review)
- ANZAHPE conference presentation
- AMEE 2024 conference presentation abstract submission (under review)
- An interprofessional simulation to help healthcare professionals and students surface, recognise and respond to cognitive bias in healthcare
- An evaluation paper (due for submission early 2024)

THE HEALTH IMPACT OF CLIMATE CHANGE IS NOT ADEQUATELY RECORDED: STUDY

The work uncovered gaps in clinical terminologies available to healthcare professionals during disaster-related events. Notably, hazards related to meteorological, hydrological, extra-terrestrial, geohazard, environmental, technological, and societal factors were poorly mapped. Enhancing globally agreed terminology would enable clinicians, public health officials, and health informaticians to manage vast volumes of clinical data, and retrieve, analyse, and contextualise it to specific climate-related situations. This data can be utilised to develop evidence-based interventions, predict future impacts more precisely, and support informed decision-making by policymakers and government leaders for climate change mitigation and adaptation strategies. The study mapped the United Nations Office for Disaster Risk Reduction-International Science Council (UNDRR-ISC)'s Hazard Information Profiles (HIP) to SNOMED CT International, a widely used clinical terminology for electronic health records. The resulting paper called for global collaboration to expand SNOMED CT International to include unique geographical and regional hazard contexts disproportionately experienced in countries most affected by climate change.



GLOBAL RECOGNITION FOR MONASH NURSING AND MIDWIFERY RESEARCH FELLOW

Monash Nursing and Midwifery Deputy Director of Graduate Research and FMNHS Early Career Postdoctoral Fellow, Dr Cliff Connell, received the 2023 Sigma Emerging Nurse Researcher-Scholar Award. This prestigious award recognises an early-career nurse researcher whose research has influenced the profession and the people it serves. Dr Connell was one of only six early-career nurse researchers globally to receive the award in 2023 for his research focussing on patient safety in the Emergency Department setting.



THE CARE CRISIS FACING HOSPITAL EMERGENCY DEPARTMENTS

Dr Cliff Connell remembers when he was an emergency nurse working in a Victorian hospital emergency department (ED) in the late 1990s and early 2000s, when he and the ED consultant would routinely walk the floor during a practice called “rounding reviewing” each patient.

COP28: WHY GOING BEYOND NET ZERO IS NECESSARY TO PROTECT PUBLIC HEALTH

The 28th United Nations Climate Change Conference of the Parties – COP28 – started in late November 2023 in Dubai. The World Health Organisation (WHO) hosted the first Health Day and climate health ministerial, aiming to encourage commitments towards climate-resilient and sustainable low-carbon health systems.

WORLD HEALTH DAY 2023: A NET-ZERO HEALTHCARE SYSTEM

The Australian healthcare sector contributes 7% of the nation’s total carbon emissions. Following the Australian Medical Association (AMA) and Doctors for the Environment Australia’s (DEA) a call was made on the Australian healthcare sector to reduce its carbon emissions to net zero by 2040, with an interim emission reduction target of 80% by 2030.

For 2023 World Health Day, Associate Professor Zerina Tomkins shared updates on her work in developing a sustainable healthcare system and her views on what we need to do to improve health outcomes for all. She called for all disciplines to work together to deliver practical and economically-viable solutions that support the transition to sustainable, low-carbon models of care and healthcare service delivery. Often, clinicians delivering care at the bedside will have great ideas for improving processes. However, they need support from information technologists, computer scientists, engineers, health informaticians, architects or builders to make these solutions a reality. To achieve sustainable healthcare systems, Associate Professor Tomkins has been working with computer scientists and information technologists to decarbonise digital healthcare, as well as with major tertiary hospitals to support their journey to reducing the carbon footprint of their pathology laboratories.

INTENSIVE CARE UNIT NURSING WORKFORCE – OPTIMISING PATIENT OUTCOMES.

The Intensive Care Unit (ICU) is seen as a challenging and rewarding area to work in. ICU is where the sickest people in the hospital go to receive life-saving care. Attracting nursing staff to work in ICU is relatively easy, however keeping staff who are post-graduate qualified and experienced is a chronic issue. The COVID-19 pandemic has exacerbated this retention challenge, with many staff working in ICU over the pandemic choosing to leave working in ICU altogether, or reducing the hours they are prepared to work there.

Our research program seeks to address the retention of post-graduate qualified and experienced ICU nursing staff. We conducted a study interviewing ICU Nurse Unit Managers to explore ‘what constitutes safe, sustainable ICU nurse staffing’. Common challenges included staff burnout, redeployment of staff out of ICU if the unit was ‘quiet’, and the Nurse Unit Managers feeling that ‘every day is a battleground’ where they needed to fight to hold their ground for what they perceived was needed from a staffing perspective. We created a safe, sustainable ICU nursing model that recognises at the heart, that ICU nurses must feel safe at work and they must feel that the ICU they work in provides safe care to patients; that individual ICU nurses need to feel valued and supported, to have career development opportunities; that ICUs need to offer recruitment paths into ICU whilst ensuring the skill-mix of nurses and adequate resources to support novices in ICU; and ICU Nurse Unit Managers need an organisational culture that supports them to be autonomous in their role.

The right skill-mix of nurses is critical to achieve optimal patient outcomes. Other recent research we have conducted found that when there are too many novices or non-specialist ICU nurses, patients in ICU are about 20% more likely not to survive. This highlights the need to retain post-graduate qualified and experienced ICU nurses working in ICU. Associate Professor Wendy Pollock was awarded the Australian and New Zealand Intensive Care Society Peter Hicks Fellowship Award at the ANZICS/ACCCN Annual Scientific Meeting in 2023 for the presentation ‘ICU nurse staffing: What can data tell us and what do we want to know?’ in recognition of the importance of this critical research area.



Explore more on our research achievements, visit monash.edu/nursing-annual-review

OUR PEOPLE



97

Academic staff



28

adjunct staff



29

professional staff

We're proud of all our staff who make us unique and have helped us become globally recognised for quality education and research. Our academic and professional staff teams work closely together to achieve Monash Nursing and Midwifery's shared goals. It is their expertise, knowledge, and commitment to provide and consistently deliver exceptional programs that enable our students to be work ready, industry focused and ready to lead change.

They are thought leaders working to provide the best evidence-based research ensuring the profession and care for patients is always of the highest standard. We champion innovation and excellence and a culture that enables our staff to be their best and to thrive in a supportive and collaborative environment.



Explore more, visit
monash.edu/nursing-annual-report

Highlights and recognition for our staff

EMERITUS PROFESSORS

In 2023 we were delighted to welcome two new Emeritus Professors, Professor Debra Griffiths and Professor Leanne Boyd.

For us, the rank of Emeritus Professor is considered a mark of special distinction and the title is fitting recognition of Debra and Lee's distinguished service to Monash, to the nursing and midwifery professions, and their leadership over many years.

Debra, our immediate past Head of School for seven years, and a member of staff for over 30 years, brought her unique perspective being trained not only as a nurse but as a lawyer as well. Her expertise and leadership saw Monash be recognised for our education and research rising significantly up the subject rankings for both Shanghai Rankings and QS Rankings. Debra also led the school through the difficult and demanding years of COVID, playing a big part in ensuring our students were able to continue their education and clinical practice during this time in a well-supported environment and ensuring that the healthcare industry did not see a drop in qualified nurses entering the workforce.

Lee has an outstanding track record, including significant engagements at Monash University, as well as senior leadership roles within health services. She has extensive expertise in health service management and nursing and midwifery workforce matters, and has been engaged by government, agencies and boards. She is an experienced and thoughtful PhD supervisor and this appointment

will enable Lee to continue to supervise students in Nursing and Midwifery, Monash University as well as contribute more broadly to our school.

Debra and Lee have a long history of connection and contribution with us. We are excited to have both continue to be a part of our school in this new capacity and we look forward to continuing to benefit from their significant expertise and leadership.

DAVID DE KRESTER MEDAL AWARDED TO PROFESSOR DEBRA GRIFFITHS

This year, Professor Debra Griffiths was awarded the David de Kretser Medal in recognition of her outstanding contributions to Monash Nursing and Midwifery over three decades. She is a registered nurse, midwife and lawyer with many years of clinical experience in Australia and the United Kingdom. She is a leader and innovator with a passion for educating health professionals in the law and clinical practice.

The David de Kretser Medal celebrates the exceptional contribution of a staff



member to any area of the faculty's operation over a significant period of their working life. The Lifetime Achievement Medal recognises a person who has made an outstanding contribution, nationally and internationally, to human health and wellbeing. The faculty established the awards in 2006 and bestows them annually.

Debra was Head of Monash Nursing and Midwifery from 2015-2022, and during her tenure, the discipline of nursing at Monash rose to first in Victoria and fifth globally in the prestigious ShanghaiRankings Global Ranking of Academic Subjects (GRAS).



During the height of the COVID-19 pandemic and Victorian lockdowns, her leadership ensured that over 1700 Monash nursing and midwifery students progressed safely through their undergraduate and postgraduate courses, shoring up the pipeline of Registered and Advanced Practice Nurses needed in Victoria's healthcare system.

Debra also led the Victorian Department of Health-funded, infection control and PPE training program for residential aged-care workers during the pandemic, at a time when residential aged care residents were extremely vulnerable to COVID-19 infection. Over a nine-month period, the team delivered 324 training sessions to 3588 participants from 241 individual residential aged care facilities in metropolitan Melbourne and regional Victoria, improving safety, building confidence, and supporting all levels of staff to work safely under the most extraordinary circumstances.

As a sought-after specialist in medical-legal education, she has delivered lectures and seminars to a wide range of healthcare practitioners and students, at state, national and international levels. Her extensive clinical background enables an educational focus on understanding key legal principles and how they may influence professional practice to the benefit of both the patient and health practitioner.

Professor Griffiths' research has been published in numerous peer-reviewed journals and she jointly authored *Essentials of Law for Health Professionals*, a publication widely utilised in Australia across two decades and several editions, and favourably reviewed by The Honourable Michael Kirby AC CMG regarding its quality and contribution to medico-legal education, and attracted over \$7 million in research funding across her career, with projects focused on clinical practice, such as the Objective Structured Clinical Examinations (OSCE) for international registered and enrolled nurses for the Nursing and Midwifery Board of Australia, identifying factors influencing occupational violence in healthcare,

examining end of life decision-making; highlighting gaps in the documentation and subsequent communication of elderly residents transferred to hospital; the establishment and evaluation of an interprofessional simulation laboratory and associated educational strategies; and national nursing standards.

Continually committed to the quality of professional practice, Debra was also appointed an inaugural Director of the Nursing and Midwifery Health Program Victoria in 2006. The service provides free, independent, and confidential assistance to Victorian nurses, midwives and students experiencing substance misuse, mental health concerns, family violence and other issues affecting health and wellbeing. Professor Griffiths also contributes to healthcare practice as an expert witness in court, when requested.

CAREERS IN MENTAL HEALTH

Our Deputy Director of Education and credentialed Mental Health nurse, Alison Hansen, helped with a video campaign to promote the role of mental health nurses to prospective healthcare professionals with the Department of Health and Aged Care.

Sharing her experiences on this rewarding career, Hanson said "you need to be genuinely curious as a Mental Health Nurse, able to form deep relationships with people and be curious about what they say, why they are where they are at the moment, and how you can help them through their recovery journey".



AUSTRALIAN ASSOCIATION OF GERONTOLOGY FELLOWS

Deputy Head of Nursing and Midwifery, Monash University Associate Professor Dr Helen Rawson, and adjunct Professor Danny Hills were announced as Fellows of the Australian Association of Gerontology recognising their outstanding achievements and work in the field.



PROFESSIONAL RECOGNITION FOR PROFESSOR ELIZABETH MANIAS

Professor Elizabeth Manias was made a Fellow of the Australian and New Zealand College of Advanced Pharmacy, in the speciality areas of transitions of care and geriatric medicine and was awarded Life Membership, along with Associate Professor Wendy Pollock of the Australian College of Critical Care Nurses Ltd (ACCCN) in recognition of their ongoing contributions to the College and the critical care community.

MONASH STUDENT ASSOCIATION (MSA) AWARDS

Nursing and Midwifery, Monash University academics who were recognised in the 2023 Monash Student Association (MSA) Teaching Awards. Alysha Cowley was nominated for the Above & Beyond Award and Dr Kaori Shimoinaba for the Student Support Award. And if those weren't enough, Anne-Marie O'Brien received the Inspiring Woman Award, recognising an outstanding female teacher who motivates and empowers their students to reach their full potential.



MNHS DEAN'S AWARD FOR EXCELLENCE

Associate Professor Gabrielle Brand, Dr Cliff Connell and Dr Lorraine Walker were recognised in the 2023 MNHS Dean's Awards. Gaby was awarded the Teaching Excellence award for her commitment to advance educational innovations that stimulate learner's curiosity, reflection, alternate ways of seeing, knowing, and understanding health. And Cliff and Lorraine who, as part of an inter professional team, developed an interactive multimedia education resource to demonstrate clinical interactions between inter professional clinicians in the care of a patient with chronic disease, via a simulated case study which modelled collegial inter professional communication and shared decision-making in the treatment of a patient, received the Programs that Enhance Learning award.

VICE CHANCELLOR'S AWARD

Associate Professor Gabrielle Brand was awarded the Vice-Chancellor's Award for Teaching Excellence. Gabrielle has dedicated her career to humanising education by embedding lived experience voices into curricula to teach students to move beyond the "clinical diagnosis" to more person-centred approaches to healthcare. Driven by her passion for critical and creative pedagogy, she founded the first ever health professions education co-design methodology titled Depth of Field to stimulate learners' curiosity, reflection and foster alternate ways of seeing, knowing, and understanding health. Partnering with key industry and consumer stakeholders, Gabrielle has co-designed, delivered, and evaluated experiential learning and teaching resources for mental health, ageing, stroke recovery and planetary health, including a simulation to address cognitive bias in healthcare

and a verbatim theatre play to teach professionalism in healthcare. Gabrielle has authored over 40 peer reviewed articles and six book chapters on pedagogical approaches to health professions education.



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